

~~SECRET~~**CONFIDENTIAL****CAREER SERVICE COMMITTEE****WORKING GROUP ON CAREER BENEFITS****Minutes of the 17th Meeting, 14 February 1952, 1:30 P.M.****Present:**

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1. The minutes of the 16th meeting were read and approved.
2. The Chairman advised that the paper covering recommendations on hazardous duty benefits was forwarded to the Career Service Committee.
3. The Agenda prepared for the 17th meeting by the Chairman was approved subject to the addition of the following two items:

(8) Coordination on coverage report of Working Group on Rotation and Personnel Development Program regarding composition and responsibilities of Career Service Boards.

(9) Coordination on the proposed declaration of intent under the development program of the Career Service of the Agency.

4. The Chairman presented a draft of proposed legislation to amend further the Federal Compensation Act as amended, suggesting that the Working Group recommend CIA support of the Department of Defense in this proposed legislation. The Chairman was requested to prepare and forward appropriate recommendations for such support to the Career Service Committee. This completes action on Item 6 of the Agenda for the 17th meeting.

5. Mr. [REDACTED] presented the report of the sub-group on the Awards Benefits Program. It was the consensus of the Working Group that this report provides basic material for the Awards Program for the Agency, but it was suggested that the material be rearranged to provide for separation of meritorious and efficiency awards, standards, procedures and administration. Mr. [REDACTED] agreed to rearrange this material. This action will complete Item 2 of the Agenda of the 17th meeting.

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6. The Chairman was requested and agreed to prepare a statement covering recommendations for additional legislation which will preserve all existing means and will provide higher standards for coverage of service-incurred disabilities for all Agency employees. Concurrences on this statement will complete action on Item 1 of the Agenda for the 17th meeting.

7. Discussion of recommendations concerning a CIA overseas post classification system providing benefits responsive to unhealthful conditions and receiving care under existing Confidential Funds Regulations, revealed that probably the only additional benefit that may be achieved under post classification is that of the establishment of varying length of tours of duty corresponding to health conditions, hardships, etc. Mr. [REDACTED] was requested and agreed to prepare a paper reflecting these views for concurrence by the Group. Approval of this paper will complete action on Item 4 on the 17th meeting Agenda.

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8. Discussion of personnel management problems inherent in the shifting of personnel in funds from unvouchered to vouchered and vice versa revealed that certain benefits may accrue from the placing of all CIA employees on unvouchered funds. These benefits would be in the form of simplified processing actions, improved cover patterns, etc. Mr. [REDACTED] was requested and agreed to prepare a memorandum covering this subject, further describing it as a benefit to be added to those proposed by the Working Group.

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9. The Chairman presented a proposal for an outline of a final report of the Working Group on Career Benefits.

10. The Group adjourned to meet at 3:00 P.M. on Friday, 15 February 1952. The place to be announced by the Chairman.

[REDACTED]
Secretary

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